

USAID No FEAR Posting Requirements										
Posted Data	Current FY 2005					2004	2003	2002	2001	2000
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Number of:										
Complaints filed during FY	3				3	13	12	7	10	6
# Complainants	3				3	13	10	7	9	6
# Repeat Filers	0				0	3	2	0	1	0
Bases										
Age	0				0	2	4	1	1	0
Race	2				2	8	7	2	6	5
Color	0				0	2	5	0	3	0
Disability	0				0	3	3	3	2	0
National Origin	1				1	2	2	0	2	1
Religion	1				1	2	1	0	1	0
Reprisal	2				2	6	7	4	7	4
Sex:										
1. Male	1				1	2	1	2	1	1
2. Female	0				0	3	5	1	1	3
Other	0				0	0	0	0	0	0
Issues (Claims)										
Appointment / Hire	0				0	2	0	1	0	0
Assignment of Duties	2				2	3	3	0	0	1
Awards	0				0	0	1	0	0	1
Conversion to Full Time	0				0	0	0	0	0	0
Disciplinary Actions:										
1. Demotion	0				0	0	0	0	0	0
2. Reprimand	0				0	0	2	1	0	1
3. Suspension	0				0	0	0	0	0	0
4. Removal	0				0	0	0	0	0	0
5. Other	0				0	0	0	0	0	0
Duty Hours	0				0	0	0	0	0	0
Evaluation/ Appraisal	1				1	5	4	1	2	3

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Examination/ Test	0								0		0		0		0		0		0		
Harassment:																					
1. sexual	0								0		0		0		1		1		1		
2. non-sexual	2								2		1		2		2		1		0		
Medical Exam	0								0		1		0		0		0		0		
Pay, including Overtime	1								1		0		0		0		0		0		
Promotion/ Non- Selection	0								0		4		1		4		7		3		
Reassignment:																					
1. Denied	0								0		1		1		0		0		0		
2. Directed	0								0		1		1		0		0		0		
Reasonable Accommodation	0								0		0		2		1		2		0		
Reinstatement	0								0		0		1		0		0		0		
Retirement	0								0		1		1		0		0		0		
Termination	1								1		4		1		0		2		0		
Terms / Conditions of Employment	0								0		3		1		0		0		0		
Time and Attendance	0								0		1		2		0		0		0		
Training	1								1		2		2		0		0		1		
Other	1								1		2		0		0		1		0		
Processing Time																					
Pending Complaints during the FY	30								30				25		27		39		35		
Complaints at each Stage:	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	
Dismissals	4	167							4	167	3	298	2	93.5	3	172	5	1168	1	607	
Investigation Process:																					
1. Under Investigation	9	158							9	158	10	217	8	128	4	192	8	241	9	290	
2. Pending Hearing	13	606							13	606	11	558	10	758	6	884	7	1042	6	1166	
Pending Final Agency Action	2	185							2	185	2	208	0	0	2	447	5	706	8	831	
Final Agency Action without a Hearing	2	185							2	185	2	123	4	553	9	134	7	974	6	973	
Final Agency Action with a Hearing	0	0							0	0	0	0	0	0	3	152	7	1085	0	0	
Appeals	2	402							2	402	2	218	1	277	0	0	0	0	5	1182	

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals		FY Totals	
Final Agency Actions with findings of Discrimination																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0								0		0		0		0		0		0	
Rendered with an AJ Hearing	0								0		0		0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Age	0								0		0		0		0		0		0	
Race	0								0		0		0		0		0		0	
Color	0								0		0		0		0		0		0	
Disability	0								0		0		0		0		0		0	
National Origin	0								0		0		0		0		0		0	
Religion	0								0		0		0		0		0		0	
Reprisal	0								0		0		0		0		0		0	
Sex:																				
1. Male	0								0		0		0		0		0		0	
2. Female	0								0		0		0		0		0		0	
Other	0								0		0		0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0								0		0		0		0		0		0	
Rendered with an AJ Hearing	0								0		0		0		0		0		0	
Final Agency Actions w/findings of Discrimination by ISSUE																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Appointment/Hire	0								0		0		0		0		0		0	
Assignment of Duties	0								0		0		0		0		0		0	
Awards	0								0		0		0		0		0		0	
Conversion to Full Time	0								0		0		0		0		0		0	

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals		FY Totals	
Disciplinary Actions:																				
1. Demotion	0								0		0		0		0		0		0	
2. Reprimand	0								0		0		0		0		0		0	
3. Suspension	0								0		0		0		0		0		0	
4. Removal	0								0		0		0		0		0		0	
5. Other	0								0		0		0		0		0		0	
Duty Hours	0								0		0		0		0		0		0	
Evaluation/ Appraisal	0								0		0		0		0		0		0	
Examination/ Test	0								0		0		0		0		0		0	
Harassment:																				
1. sexual	0								0		0		0		0		0		0	
2. non-sexual	0								0		0		0		0		0		0	
Pay, including Overtime	0								0		0		0		0		0		0	
Promotion/ Non-Selection	0								0		0		0		0		0		0	
Reassignment:																				
1. Denied	0								0		0		0		0		0		0	
2. Directed	0								0		0		0		0		0		0	
Reasonable Accommodation	0								0		0		0		0		0		0	
Reinstatement	0								0		0		0		0		0		0	
Retirement	0								0		0		0		0		0		0	
Termination	0								0		0		0		0		0		0	
Terms/ Conditions of Employment	0								0		0		0		0		0		0	
Time and Attendance	0								0		0		0		0		0		0	
Training	0								0		0		0		0		0		0	
Other	0								0		0		0		0		0		0	
Final Agency Actions w/ findings of Discrimination by ISSUE																				
Rendered w/o an AJ Hearing	0								0		0		0		0		0		0	
Rendered with an AJ Hearing	0								0		0		0		0		0		0	

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Pending Complaints at the beginning of the FY/Quarter										
Total # of Pending Complaints	25				25	22	13	20	29	29
# of complaints	17				17	17	13	19	24	24
2										
Dismissals	2				2	2	0	1	4	1
Investigation Process:										
Under Investigation	6				6	10	0	0	2	3
2. Pending Hearing	13				13	3	0	1	3	8
Final Agency Action without a Hearing	2				2	2	3	9	7	6
Final Agency Action with a Hearing	0				0	0	0	3	7	0
Appeals	2				2	2	1	0	0	5
Investigative Step on all Pending Complaints										
Complaints over 180 days	1				1	6	2	2	6	6
<b>Time Periods Used to Compute Data:</b> Dismissals - from date complaint filed to dismissal Under Investigation - from date complaint filed to end of Fiscal Year/Quarter Pending Hearing - from date investigation completed to end of Fiscal Year/Quarter Pending Final Agency Action - from investigation complete date to end of Fiscal Year/Quarter Final Agency Action without/with a Hearing - from hearing request date to decision date Appeals - from appeal request date to decision date or end of Fiscal Year/Quarter										